Enlisted Retention Task Force

Working Group II

The Career Planning Force

25 July 2000

Follow-On Training

- **Purpose:** To enhance Career Planning skills.
- **Audience:** CP School instructors & SNCOICs initially.
- **Proposal:** Conduct an annual two-day coaching skills program taught by Achieve Global.
- **Content:**
  - Observe and evaluate interview performance.
  - Institute behavioral changes.

Follow-On Training

- **Materials provided:**
  - **CP School instructors (MTT):**
    - Leader's Kit (guidebooks, wall charts, video)
  - **SNCOICs:**
    - Participant Kit (workbook, forms, planning tools)
    - Skill Guide Card (pocket reference)
    - Resource Guide (training activities to conduct)
  - **Unit Career Planners:**
    - Marine Corps Opportunities Book

Follow-On Training Initial Cost Estimate

- **Customized Professional Coaching Skills**
  - $55K (one time start-up fee for development)
- **CP School instructors (MTT):** $7,000
- **Materials:**
  - Leader's Kit = $292.00 each
  - Participant Kit = $252.00 each
  - Custom Coaching Video = $140-160K (development and production)
  - Marine Corps Opportunity Book = $28-35K (for development), $90-150 per book

Follow-On Training Initial Cost Estimate

- **Roll-up:** $328K
  - Start up $55K
  - Leader's Kit $18K (60 x $292.00)
  - Participant Kit $66K (223 x $252.00)
  - Video $150K
  - Opportunity Book $39K (323 x $120.00)

- **Annual recurring cost:** $123K
  - Estimate: $100K

Follow-On Training Initial Cost Estimate

- **Recommendation:** Execute incrementally
  - FY01: Start up- $139K (exclude video and opportunity book)
  - FY02: $139K (include recurring cost and opportunity book)
  - FY03: $100-200K (recurring cost and video)

QUESTIONS?

Future Career Planning Force

- **Intent:** By 1 October FY03 mission Career Planners the same way recruiters are missioned.
- **Purpose:** To provide commanders better support in retaining our best enlisted Marines.
- **Working Group discussion topics:**
  - Establish the 8422 MOS (Control of CP Force @ HQMC)
  - Establish joint responsibility for retention (Cmdr & CP)
  - Establish systematic approach to retention
  - SDA and precept

QUESTIONS?